

**2023-2024 HCEA Job Satisfaction Survey Trend Report**

| Howard HS   | 14-15            | 15-16         | 16-17         | 17-18         | 18-19            | 19-20             | 21-22             | 22-23             | 23-24             | 23-24<br>Overall-<br>HS | 23-24<br>Overall-<br>All |
|---|------------------|---------------|---------------|---------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------------|--------------------------|
| Overall, morale at my school/worksite is good.  | 37.5%            | 91.7%         | 53.9%         | 59.5%         | 65.9%            | 34.8%             | 19.1%             | 23.8%             | 42.7%             | 68.4%                   | 68.0%                    |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 35.9%            | 87.1%         | 67.1%         | 64.6%         | 65.1%            | 41.8%             | 31.5%             | 33.3%             | 41.8%             | 70.9%                   | 71.4%                    |
| I personally feel successful in my work.  | 84.6%            | 96.5%         | 85.5%         | 86.9%         | 86.7%            | 79.8%             | 70.0%             | 74.8%             | 81.8%             | 82.2%                   | 84.2%                    |
| I feel involved in decision-making at my school/worksite.   | 33.3%            | 72.2%         | 56.0%         | 58.0%         | 60.0%            | 37.2%             | 32.4%             | 34.4%             | 37.1%             | 55.5%                   | 61.5%                    |
| I want to be involved in decision-making at my school/worksite.                                   | 85.3%            | 88.8%         | 76.4%         | 82.7%         | 83.1%            | 77.4%             | 77.1%             | 82.4%             | 81.6%             | 83.7%                   | 87.6%                    |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 25.7%            | 82.4%         | 79.9%         | 79.5%         | 80.5%            | 61.4%             | 60.6%             | 53.8%             | 60.6%             | 73.5%                   | 74.2%                    |
| In my school/worksite, I am treated as a professional   | 67.3%            | 89.5%         | 85.3%         | 82.1%         | 86.4%            | 69.0%             | 67.6%             | 69.5%             | 77.5%             | 87.0%                   | 87.2%                    |
| There is good teamwork among staff in my school/worksite.   | 86.4%            | 87.2%         | 85.5%         | 77.4%         | 74.4%            | 68.4%             | 67.0%             | 58.5%             | 70.3%             | 82.5%                   | 83.0%                    |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 72.9%            | 72.5%         | 72.6%         | 77.8%         | 81.8%            | 60.9%             | 69.6%             | 56.7%             | 86.6%             | 80.6%                   | 76.6%                    |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 86.5%            | 82.6%         | 74.7%         | 79.8%         | 84.3%            | 67.5%             | 42.3%             | 41.2%             | 69.1%             | 71.1%                   | 73.6%                    |
| My work performance is evaluated fairly.  | 67.0%            | 90.1%         | 81.1%         | 81.9%         | 80.5%            | 77.2%             | 83.6%             | 79.7%             | 84.0%             | 86.4%                   | 88.8%                    |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 46.0%            | 55.3%         | 50.0%         | 57.3%         | 54.9%            | 39.0%             | 40.6%             | 37.3%             | 47.7%             | 51.2%                   | 55.0%                    |
| I am provided adequate work and storage space to prepare for and do my job.                       | 78.4%            | 83.7%         | 82.9%         | 78.6%         | 86.7%            | 77.2%             | 80.7%             | 84.0%             | 87.4%             | 85.5%                   | 82.8%                    |
| My administrators/supervisors respect the negotiated contracts                                    | 80.8%            | 96.4%         | 96.0%         | 92.8%         | 95.0%            | 88.1%             | 90.7%             | 79.7%             | 91.5%             | 95.0%                   | 93.2%                    |
| My planning time is respected by my school administrators/supervisors                             | 76.7%            | 90.9%         | 82.4%         | 83.1%         | 86.1%            | 58.1%             | 83.0%             | 77.9%             | 91.3%             | 86.8%                   | 87.0%                    |
| In my school, administrators/supervisors support me in enforcing discipline                       | 89.4%            | 60.5%         | 40.8%         | 40.3%         | 50.7%            | 36.0%             | 29.7%             | 31.1%             | 21.6%             | 57.8%                   | 68.5%                    |
| In my school, student misbehavior interferes with learning.                                       | 26.8%            | 55.8%         | 70.8%         | 64.9%         | 62.8%            | 59.0%             | 87.7%             | 87.6%             | 85.1%             | 67.8%                   | 74.2%                    |
| Too much instructional time is spent administering assessments.                                   | 76.3%            | 80.8%         | 81.7%         | 81.3%         | 80.5%            | 68.8%             | 71.9%             | 50.4%             | 53.7%             | 60.4%                   | 65.4%                    |
| HCPSS professional development experiences are meaningful and worthwhile                          | 41.0%            | 45.8%         | 19.4%         | 31.6%         | 36.8%            | 33.6%             | 24.0%             | 33.9%             | 31.4%             | 34.2%                   | 45.4%                    |
| Increased workload has contributed to a decline in my morale.                                     | 74.7%            | 58.5%         | 69.9%         | 66.3%         | 66.3%            | 71.1%             | 88.7%             | 82.7%             | 79.6%             | 73.3%                   | 70.7%                    |
| I am paid fairly.   | 46.2%            | 40.7%         | 42.1%         | 47.6%         | 47.6%            | 49.0%             | 27.0%             | 35.9%             | 34.5%             | 40.7%                   | 41.4%                    |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 49.0%            | 32.1%         | 19.2%         | 83.3%         | 81.7%            | 65.1%             | 36.0%             | 49.2%             | 21.1%             | 29.4%                   | 37.7%                    |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 39.4%            | 32.9%         | 62.0%         | 71.6%         | 74.7%            | 41.8%             | 22.0%             | 36.4%             | 15.2%             | 18.9%                   | 25.3%                    |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 88.9%            | 91.8%         | 86.3%         | 93.8%         | 91.0%            | 70.9%             | 77.6%             | 89.1%             | 85.3%             | 86.2%                   | 87.9%                    |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 68.3%            | 67.1%         | 69.4%         | 75.9%         | 71.4%            | 64.5%             | 53.4%             | 63.9%             | 57.1%             | 68.5%                   | 72.9%                    |
| In my position, I receive appropriate and adequate support and training                           | 79.8%            | 84.9%         | 80.3%         | 79.5%         | 75.0%            | 69.0%             | 55.5%             | 57.3%             | 57.7%             | 68.4%                   | 71.1%                    |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 7.3%             | 6.2%          | 8.2%          | 9.0%          | 6.5%             | 12.6%             | 8.3%              | 10.8%             | 10.8%             | 9.0%                    | 10.6%                    |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 24.5%            | 10.8%         | 2.7%          | 10.4%         | 9.0%             | 13.5%             | 11.9%             | 13.8%             | 7.3%              | 5.5%                    | 6.4%                     |
| In the last 12 months, I have experienced harassing behavior from parents                         | 38.8%            | 31.3%         | 30.6%         | 34.2%         | 33.8%            | 39.0%             | 35.2%             | 34.9%             | 27.8%             | 27.3%                   | 21.7%                    |
| At my school I spend most of my PIP time on non-instructional activities.                         |                  |               |               |               | 27.3%            | 39.0%             | 22.5%             | 62.6%             | 37.3%             | 40.1%                   | 31.7%                    |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |                  |               |               |               | 58.6%            | 34.2%             | 63.5%             | 35.6%             | 43.9%             | 55.9%                   | 75.5%                    |
| In my school, I spend too much time in meetings.  |                  |               |               |               |                  | 53.2%             | 31.1%             | 53.2%             | 33.3%             | 32.1%                   | 37.5%                    |
| In my school, there is adequate support for special education students.                           |                  |               |               |               |                  | 35.1%             | 26.9%             | 31.3%             | 36.5%             | 48.3%                   | 31.0%                    |
| Participants  | 104              | 86            | 76            | 84            | 83 out of<br>174 | 111 out of<br>175 | 111 out of<br>164 | 131 out of<br>164 | 111 out of<br>155 |                         |                          |
| Principal   | Gina<br>Massella | Nick<br>Novak | Nick<br>Novak | Nick<br>Novak | Nick<br>Novak    | Nick<br>Novak     | Nick<br>Novak     | Nick<br>Novak     | Nick<br>Novak     | Steven<br>Fleming       |                          |